BOROUGH OF EMERSON COUNTY OF BERGEN

ORDINANCE NO. 1686-24

AN ORDINANCE TO ESTABLISH RANGES FOR SALARIES, WAGES, COMPENSATION AND OTHER TERMS OF EMPLOYMENT OF CERTAIN EMPLOYEES OF THE BOROUGH OF EMERSON FOR THE CALENDAR YEAR 2024

BE IT ORDAINED by the Mayor and Council of the Borough of Emerson, County of Bergen, State of New Jersey, as follows:

Section I. Salaries, wages and compensation for the following employees for the calendar year 2024 are hereby fixed and the same shall be as follows per annum, except where otherwise stated. If the compensation noted does not have a range listed, then that number is the maximum compensation for that position.

| TITLE/POSITION | RANGE | |
|---|--|--|
| Mayor | \$3,600-\$5,000 | |
| Council Member | \$3,000-\$4,000 | |
| ADMINISTRATION | | |
| Borough Administrator | \$120,000 - \$150,000 | |
| Borough Clerk | \$75,000 - \$102,775 | |
| Borough Clerk Extra/Special Meetings over 24 per year | \$150.00 per meeting | |
| Deputy Clerk/Administrative Assistant | \$30,000 - \$60,000 | |
| Administrative Assistant | \$30,000 - \$60,000 | |
| Borough Treasurer/Chief Financial Officer | \$90,000 - \$120,000 | |
| Tax Collector | \$7,500-\$10,600 | |
| Qualified Purchasing Agent (QPA) | \$2,500 - \$7,500 | |
| Finance Assistant | \$20,000 - \$30,000 | |
| Assistant Tax Collector | \$20,000 - \$30,000 | |
| Tax Search Officers | 100% search fees as allowed by law | |
| Tax Assessor | \$20,000 - \$26,000 | |
| 200-foot List Processor | 100% fees as allowed by law | |

| Secretary/Clerk, Land Use Board | \$5,000-\$7,500 | |
|--|-------------------|--|
| Substitute Clerk/Secretary for Mayor & Council, Land Use Board, Board of | \$150.00 per | |
| Health, Environmental Commission, Recreation or Shade Tree Commission | meeting | |
| | \$24,000 - | |
| Board of Health Assistant | \$32,500 | |
| Doord of Hoolth Dogistand Nyma | \$15,000 - | |
| Board of Health, Registered Nurse | \$20,000 | |
| Municipal, Court Judge | \$20,000 - | |
| Municipal, Court Judge | \$25,500 | |
| Acting Judge | \$215.00/session | |
| Public Defender | \$2,500 - \$3,500 | |
| Alternate Public Defender | \$145 per | |
| Atternate I ubite Detender | session | |
| Prosecutor | \$8,000 - | |
| 1 TOSCOLIOI | \$15,000 | |
| First/Second Alternate Prosecutor | \$300 per | |
| This become the mane Trosecutor | session | |
| Municipal Court Administrator | \$45,000 - | |
| - | \$62,000 | |
| Part-Time Deputy Court Clerk/Floater | \$14 - \$30/hr. | |
| Part-Time Clerk's Election Assistant/Floater | \$12 - \$25/hr. | |
| PUBLIC WORKS | # 100.000 | |
| Superintendent of Municipal Services/Deputy Recycling Coordinator | \$100,000 - | |
| | \$145,500 | |
| Tree Inspector | \$3,000 - \$7,000 | |
| BUILDING DEPARTMENT | | |
| Construction Official | \$26,500 - | |
| Construction Official | \$45,000 | |
| Zoning Officer/Property Maintenance Officer | \$25,000 - | |
| Zonnig Officer/i toporty Maintenance Officer | \$35,000 | |
| Assistant Zoning Officer/Assistant Property Maintenance Officer | \$9,300-17,950 | |
| To 1 de l'action | \$40,000 - | |
| Technical Assistant | \$53,275 | |
| C. L. C. L. OCC. i-1 (Dl Line Florida) Fine Decilians) | \$1,000 - | |
| Sub-Code Official (Plumbing, Electrical, Fire, Building) | \$25,000 | |
| UNIFORM FIRE SAFETY | | |
| Fire Official of Fire Prevention Bureau | \$4,000 - \$6,500 | |
| Fire Prevention Assistant | \$4,000 - \$6,000 | |
| FIRE DEPARTMENT | | |
| Fire Chief | \$2,339-\$3,000 | |
| Deputy Fire Chief | \$1,511-\$2,000 | |
| Captain (2) | \$972-\$1,500 | |
| Lieutenant (2) | \$779-\$1,000 | |

| Mechanical Engineers (3) | \$2,139-\$2,750 |
|-------------------------------------|--------------------------|
| Drivers (17) | \$197-\$300 |
| POLICE | |
| Police Chief | \$150,000 - |
| | \$236,500 |
| School Crossing Guards | \$18.00 - \$24.31/hr. |
| Civilian Dispatchers | \$23.00 - \$24.38/hr. |
| Court Security Officer | \$18.75 - \$19.50/hr. |
| OEM Coordinator | \$1,500 - \$2,000 |
| Assistant OEM Coordinator | \$750 - \$1,000 |
| Special Law Enforcement Officer III | \$35-\$50 |
| Records Clerk, Part-Time | \$20-\$25 |
| RECREATION | |
| Recreation Assistant | \$18,200 - \$25,000 |
| Summer Camp Directors 2 @ | \$6,000 - \$10,000 |
| Assistant Summer Camp Director | \$9.10 - \$23.00/hr. |
| Summer Camp Counselors | \$8.44 - \$12.50/hr. |
| Recreation Coach | \$8.50 - \$12.50/hr. |

Note: All positions listed as Full-time may be converted to Part-time by dividing the listed salary by 1,820 hours to determine an hourly rate.

Section II Regular School Crossing Guards shall be entitled to ten (10) paid holidays for the calendar year 2023. Any crossing guard hired after January 1, 2020 shall not be eligible for holiday pay.

Section III The Borough of Emerson shall pay the premium for basic hospitalization, major medical (Prescription) and dental coverage carried on behalf of the full-time officers and employees of the Borough in accordance with State law.

Section IV Full time employment for the purpose of providing hospitalization, major medical and dental shall apply to those full-time employees who work a minimum of 30 hours per week throughout the year, excepting vacation, holidays and sick time.

Section V Hourly rate: that the rate of time employed for part-time or temporary employees shall be no less than that set by United States Department of Labor Fair Standard Act.

Section VI The salaries, wages and compensation fixed in this ordinance shall be generally retroactive, and effective from January 1, 2024, provided; however, in the event of any officer or employee who was hired after January 1, 2023 then this ordinance shall be effective on the first day of the month following twelve months of continuous employment.

Section VII In addition, employees involved in Interlocal Shared Services Agreements will be paid any additional salary as outlined in the agreement.

Section VIII All ordinances or parts of ordinances not consistent with the provisions herein are hereby expressly repealed.

Section IX The salaries for the library personnel are set by the Library Board of Trustees and are on file with the Chief Financial Officer.

Section X Salaries for Police Officers (Patrol Officer through and including Captain) are covered by a Collective Bargaining Agreement with PBA Local 206.

Section XI Salaries for the Department of Public Works employees (not including the Superintendent) are covered by a Collective Bargaining Agreement with Teamsters Local 125.

Section XII Court Security is guaranteed a three-hour minimum and will be paid at their appropriate hourly rate for any time over three hours.

Section XIII This ordinance shall take effect upon passage and publication according to law.

| Council | Motion | Second | Yes | No | Abstain | Absent |
|-----------|--------|--------|-----|----|---------|--------|
| Argenzia | | X | X | | | |
| Rice | | | X | | | |
| McGuire | X | | X | | | |
| Timmerman | | | X | | | |
| Gordon | | | X | | | |
| Moore | | | X | | | |

Introduced: April 16, 2024 Adopted: May 7, 2024

I hereby certify that Ordinance No. 1686-24 was adopted by the Governing Body of the Borough of Emerson at a meeting held on May 7, 2024.

Michelle Ryan

Acting Borough Clerk

Danielle DiPaola Mayor